

KANSAS

OFFICE OF THE GOVERNOR

KATHLEEN SEBELIUS, GOVERNOR

FILED

DEC 02 2005

RON THORNDORGH
SECRETARY OF STATE

EXECUTIVE DIRECTIVE NO. 05-367

Authorizing Personnel Transactions

By virtue of the authority vested in the Governor as the head of the Executive Branch of the State of Kansas, the following transactions are hereby authorized:

The Kansas Civil Service Basic Pay Plan that took effect June 5, 2005, is hereby modified and the new pay matrix for the classified service is hereby adopted, effective December 4, 2005. The pay plan is modified to the extent provided for in the rules and regulations promulgated by the Secretary of Administration under the authority of KSA 75-3706 or as hereafter may be modified by executive directives, and such modifications may be effective on the date of the rules and regulations or executive directives in accordance with KSA 75-2938. The two attached pay matrices, a bi-weekly and an hourly version, are hereby incorporated in, and made part of, this executive directive.

The request of Jack Rickerson, Director of the Division of Personnel Services, to establish the attached updated pay plan for unclassified physicians in state facilities under the authority of the Secretary of the Department of Social and Rehabilitation Services is hereby approved, effective December 4, 2005, in accordance with KSA 95-2935c.

I have conferred with the Secretary of Administration, the Director of the Budget, the Director of Personnel Services, and members of my staff, and I have determined that the requested actions are appropriate.

THE GOVERNOR'S OFFICE

By the Governor

Kathleen Sebelius

12/01/05
Date

Ron Thorndorph
Secretary of State

Neena J. ...
Assistant Secretary of State

Capitol, 300 SW 10th Ave., Ste. 2125, Topeka, KS 66612-1590

Voice 785-296-3232

Fax 785-296-7973

www.ks.gov/governor.org

governor@state.ks.us

Kansas Civil Service Basic Pay Plan (effective December 4, 2005)
Basic Steps (Hourly Rates)

Pay Grade	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
5	\$6.49	\$6.65	\$6.82	\$6.98	\$7.13	\$7.32	\$7.51	\$7.70	\$7.87	\$8.07	\$8.26	\$8.48
6	\$6.82	\$6.98	\$7.13	\$7.32	\$7.51	\$7.70	\$7.87	\$8.07	\$8.26	\$8.48	\$8.70	\$8.90
7	\$7.13	\$7.32	\$7.51	\$7.70	\$7.87	\$8.07	\$8.26	\$8.48	\$8.70	\$8.90	\$9.12	\$9.36
8	\$7.51	\$7.70	\$7.87	\$8.07	\$8.26	\$8.48	\$8.70	\$8.90	\$9.12	\$9.36	\$9.57	\$9.83
9	\$7.87	\$8.07	\$8.26	\$8.48	\$8.70	\$8.90	\$9.12	\$9.36	\$9.57	\$9.83	\$10.07	\$10.29
10	\$8.26	\$8.48	\$8.70	\$8.90	\$9.12	\$9.36	\$9.57	\$9.83	\$10.07	\$10.29	\$10.57	\$10.82
11	\$8.70	\$8.90	\$9.12	\$9.36	\$9.57	\$9.83	\$10.07	\$10.29	\$10.57	\$10.82	\$11.10	\$11.35
12	\$9.12	\$9.36	\$9.57	\$9.83	\$10.07	\$10.29	\$10.57	\$10.82	\$11.10	\$11.35	\$11.64	\$11.93
13	\$9.57	\$9.83	\$10.07	\$10.29	\$10.57	\$10.82	\$11.10	\$11.35	\$11.64	\$11.93	\$12.23	\$12.53
14	\$10.07	\$10.29	\$10.57	\$10.82	\$11.10	\$11.35	\$11.64	\$11.93	\$12.23	\$12.53	\$12.83	\$13.14
15	\$10.57	\$10.82	\$11.10	\$11.35	\$11.64	\$11.93	\$12.23	\$12.53	\$12.83	\$13.14	\$13.48	\$13.81
16	\$11.10	\$11.35	\$11.64	\$11.93	\$12.23	\$12.53	\$12.83	\$13.14	\$13.48	\$13.81	\$14.16	\$14.49
17	\$11.64	\$11.93	\$12.23	\$12.53	\$12.83	\$13.14	\$13.48	\$13.81	\$14.16	\$14.49	\$14.85	\$15.23
18	\$12.23	\$12.53	\$12.83	\$13.14	\$13.48	\$13.81	\$14.16	\$14.49	\$14.85	\$15.23	\$15.61	\$15.97
19	\$12.83	\$13.14	\$13.48	\$13.81	\$14.16	\$14.49	\$14.85	\$15.23	\$15.61	\$15.97	\$16.39	\$16.77
20	\$13.48	\$13.81	\$14.16	\$14.49	\$14.85	\$15.23	\$15.61	\$15.97	\$16.39	\$16.77	\$17.20	\$17.62
21	\$14.16	\$14.49	\$14.85	\$15.23	\$15.61	\$15.97	\$16.39	\$16.77	\$17.20	\$17.62	\$18.05	\$18.51
22	\$14.85	\$15.23	\$15.61	\$15.97	\$16.39	\$16.77	\$17.20	\$17.62	\$18.05	\$18.51	\$18.97	\$19.40
23	\$15.61	\$15.97	\$16.39	\$16.77	\$17.20	\$17.62	\$18.05	\$18.51	\$18.97	\$19.40	\$19.91	\$20.40
24	\$16.39	\$16.77	\$17.20	\$17.62	\$18.05	\$18.51	\$18.97	\$19.40	\$19.91	\$20.40	\$20.89	\$21.42
25	\$17.20	\$17.62	\$18.05	\$18.51	\$18.97	\$19.40	\$19.91	\$20.40	\$20.89	\$21.42	\$21.96	\$22.49
26	\$18.05	\$18.51	\$18.97	\$19.40	\$19.91	\$20.40	\$20.89	\$21.42	\$21.96	\$22.49	\$23.06	\$23.61
27	\$18.97	\$19.40	\$19.91	\$20.40	\$20.89	\$21.42	\$21.96	\$22.49	\$23.06	\$23.61	\$24.20	\$24.78
28	\$19.91	\$20.40	\$20.89	\$21.42	\$21.96	\$22.49	\$23.06	\$23.61	\$24.20	\$24.78	\$25.42	\$26.02
29	\$20.89	\$21.42	\$21.96	\$22.49	\$23.06	\$23.61	\$24.20	\$24.78	\$25.42	\$26.02	\$26.68	\$27.35
30	\$21.96	\$22.49	\$23.06	\$23.61	\$24.20	\$24.78	\$25.42	\$26.02	\$26.68	\$27.35	\$28.01	\$28.71
31	\$23.06	\$23.61	\$24.20	\$24.78	\$25.42	\$26.02	\$26.68	\$27.35	\$28.01	\$28.71	\$29.42	\$30.14
32	\$24.20	\$24.78	\$25.42	\$26.02	\$26.68	\$27.35	\$28.01	\$28.71	\$29.42	\$30.14	\$30.89	\$31.62
33	\$25.42	\$26.02	\$26.68	\$27.35	\$28.01	\$28.71	\$29.42	\$30.14	\$30.89	\$31.62	\$32.43	\$33.22
34	\$26.68	\$27.35	\$28.01	\$28.71	\$29.42	\$30.14	\$30.89	\$31.62	\$32.43	\$33.22	\$34.05	\$34.87
35	\$28.01	\$28.71	\$29.42	\$30.14	\$30.89	\$31.62	\$32.43	\$33.22	\$34.05	\$34.87	\$35.75	\$36.62
36	\$29.42	\$30.14	\$30.89	\$31.62	\$32.43	\$33.22	\$34.05	\$34.87	\$35.75	\$36.62	\$37.55	\$38.47
37	\$30.89	\$31.62	\$32.43	\$33.22	\$34.05	\$34.87	\$35.75	\$36.62	\$37.55	\$38.47	\$39.40	\$40.42
38	\$32.43	\$33.22	\$34.05	\$34.87	\$35.75	\$36.62	\$37.55	\$38.47	\$39.40	\$40.42	\$41.38	\$42.42

Kansas Civil Service Basic Pay Plan (effective December 4, 2005)
Basic Steps (Bi-Weekly Rates)

Pay Grade	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
5												
6												
7												
8												
9												
10												
11												
12												
13												
14												
15												
16												
17												
18	\$978.40	\$1,002.40	\$1,026.40	\$1,051.20	\$1,078.40	\$1,104.80	\$1,132.80	\$1,159.20	\$1,188.00	\$1,218.40	\$1,248.80	\$1,277.60
19	\$1,026.40	\$1,051.20	\$1,078.40	\$1,104.80	\$1,132.80	\$1,159.20	\$1,188.00	\$1,218.40	\$1,248.80	\$1,277.60	\$1,311.20	\$1,341.60
20	\$1,078.40	\$1,104.80	\$1,132.80	\$1,159.20	\$1,188.00	\$1,218.40	\$1,248.80	\$1,277.60	\$1,311.20	\$1,341.60	\$1,376.00	\$1,409.60
21	\$1,132.80	\$1,159.20	\$1,188.00	\$1,218.40	\$1,248.80	\$1,277.60	\$1,311.20	\$1,341.60	\$1,376.00	\$1,409.60	\$1,444.00	\$1,480.80
22	\$1,188.00	\$1,218.40	\$1,248.80	\$1,277.60	\$1,311.20	\$1,341.60	\$1,376.00	\$1,409.60	\$1,444.00	\$1,480.80	\$1,517.60	\$1,552.00
23	\$1,248.80	\$1,277.60	\$1,311.20	\$1,341.60	\$1,376.00	\$1,409.60	\$1,444.00	\$1,480.80	\$1,517.60	\$1,552.00	\$1,592.80	\$1,632.00
24	\$1,311.20	\$1,341.60	\$1,376.00	\$1,409.60	\$1,444.00	\$1,480.80	\$1,517.60	\$1,552.00	\$1,592.80	\$1,632.00	\$1,671.20	\$1,713.60
25	\$1,376.00	\$1,409.60	\$1,444.00	\$1,480.80	\$1,517.60	\$1,552.00	\$1,592.80	\$1,632.00	\$1,671.20	\$1,713.60	\$1,756.80	\$1,799.20
26	\$1,444.00	\$1,480.80	\$1,517.60	\$1,552.00	\$1,592.80	\$1,632.00	\$1,671.20	\$1,713.60	\$1,756.80	\$1,799.20	\$1,844.80	\$1,888.80
27	\$1,517.60	\$1,552.00	\$1,592.80	\$1,632.00	\$1,671.20	\$1,713.60	\$1,756.80	\$1,799.20	\$1,844.80	\$1,888.80	\$1,936.00	\$1,982.40
28	\$1,592.80	\$1,632.00	\$1,671.20	\$1,713.60	\$1,756.80	\$1,799.20	\$1,844.80	\$1,888.80	\$1,936.00	\$1,982.40	\$2,033.60	\$2,081.60
29	\$1,671.20	\$1,713.60	\$1,756.80	\$1,799.20	\$1,844.80	\$1,888.80	\$1,936.00	\$1,982.40	\$2,033.60	\$2,081.60	\$2,134.40	\$2,188.00
30	\$1,756.80	\$1,799.20	\$1,844.80	\$1,888.80	\$1,936.00	\$1,982.40	\$2,033.60	\$2,081.60	\$2,134.40	\$2,188.00	\$2,240.80	\$2,296.80
31	\$1,844.80	\$1,888.80	\$1,936.00	\$1,982.40	\$2,033.60	\$2,081.60	\$2,134.40	\$2,188.00	\$2,240.80	\$2,296.80	\$2,353.60	\$2,411.20
32	\$1,936.00	\$1,982.40	\$2,033.60	\$2,081.60	\$2,134.40	\$2,188.00	\$2,240.80	\$2,296.80	\$2,353.60	\$2,411.20	\$2,471.20	\$2,529.60
33	\$2,033.60	\$2,081.60	\$2,134.40	\$2,188.00	\$2,240.80	\$2,296.80	\$2,353.60	\$2,411.20	\$2,471.20	\$2,529.60	\$2,594.40	\$2,657.60
34	\$2,134.40	\$2,188.00	\$2,240.80	\$2,296.80	\$2,353.60	\$2,411.20	\$2,471.20	\$2,529.60	\$2,594.40	\$2,657.60	\$2,724.00	\$2,789.60
35	\$2,240.80	\$2,296.80	\$2,353.60	\$2,411.20	\$2,471.20	\$2,529.60	\$2,594.40	\$2,657.60	\$2,724.00	\$2,789.60	\$2,860.00	\$2,929.60
36	\$2,353.60	\$2,411.20	\$2,471.20	\$2,529.60	\$2,594.40	\$2,657.60	\$2,724.00	\$2,789.60	\$2,860.00	\$2,929.60	\$3,004.00	\$3,077.60
37	\$2,471.20	\$2,529.60	\$2,594.40	\$2,657.60	\$2,724.00	\$2,789.60	\$2,860.00	\$2,929.60	\$3,004.00	\$3,077.60	\$3,152.00	\$3,233.60
38	\$2,594.40	\$2,657.60	\$2,724.00	\$2,789.60	\$2,860.00	\$2,929.60	\$3,004.00	\$3,077.60	\$3,152.00	\$3,233.60	\$3,310.40	\$3,393.60

**SOCIAL AND REHABILITATION SERVICES
PSYCHIATRIST/PHYSICIAN COMPENSATION WORKSHEET
Effective 12-04-2005 to 06-17-2006**

Name _____ Facility _____ Date _____

- I. **Base Pay Determination.** Use Section A for new physicians or those who are eligible for a different classification. Changes in Classification are based upon the recommendation of the Superintendent and the approval of the Deputy Secretary. Use Section B for contract renewals.

- A. New Contract: A description of base pay classifications are attached.

Clinical Director of Psychiatry	\$176,310
Psychiatrist III	139,833
Psychiatrist II	127,673
Psychiatrist I	115,514
Institutional License	85,115

Medical Director	\$139,833
Physician III	115,514
Physician II	109,435
Physician I	97,274
Institutional License	85,115

Amount: \$ _____

- B. Contract Renewal:

FY 06 Section I Total \$ _____

II. **Added Value**

A. Specialized Training (\$3,000) \$ _____

Specify: _____

Formalized subspecialty training in geriatric psychiatry, forensic psychiatry, child psychiatry, and psychopharmacology, approved by the American Medical Association and the American Psychiatric Association. (This does not include residency training.)

B. Board Certified (\$6,000): Yes No \$.

Psychiatry and Neurology
Internal medicine and family practice
Other, specify: _____

C. Supervision (\$6,000) \$.

Supervision: Provides administrative or clinical supervision beyond that provided by all physicians.

D. Geographic Incentives (LSH Only \$10,000) \$ _____

Section II Total \$.

III. Salary Determination

This section is used to determine annual salary. Section I and II are used as follows:

New physicians - Calculate appropriate \$ amounts for both Sections I A and II. Not eligible for merit increase in Section III.

Physicians with new classification - Calculate appropriate \$ amounts for both Sections I A and II. These individuals are eligible for merit increase in Section III.

Others - Use Section I B. Section II is only used if a new or changed added value is needed. Remember to remove old amount for a revised added value.

Total (A or B) Section I	\$ _____
Merit Increase (Renewals Only) _____ %	\$ _____
Total Section II	\$ _____
Total Annual Salary	\$ _____
Bi-Weekly Salary	\$ _____

Approved by:

Superintendent

Clinical/ Medical Services Director

Deputy Secretary

Secretary

CLASSIFICATION**DESCRIPTION**

Institutional Licensed

Eligible for an institutional license

Physician I

Less than five years experience beyond residency training

Physician II

Five years experience beyond residency training

Physician III

Ten years experience beyond residency training

Medical Director

A licensed physician who directs a facility medical Program

Institutional License

Eligible for an institutional license

Psychiatrist I

Has completed an approved psychiatric residency Program

Psychiatrist II

Five years experience beyond residency training

Psychiatrist III

Ten or more years experience beyond residency training

Clinical Director

A psychiatrist who directs a facility psychiatric program